

Policy on Corporate Social Responsibilities

Leo Global Logistics Public Company Limited

Policy on Corporate Social Responsibilities (CSR)

Leo Global Logistics Public Company Limited (“the Company”) has realized the importance of executing the business under Corporate Social Responsibilities focusing on running its business along with care and attention for all interested parties, the economy, the society and the environment in a way that emphasizes on morality, ethics, and code of conduct. In this, the Company hopes the executions of business under social responsibilities will create public benefits that go along with the business growth. As a result, the Company has set up the Policy on social responsibilities which can be divided into 8 Sections as follows:

1. Operating business with equitability

The Company has a focus on running the business with honesty, equitability, and ethics and is committed to conduct the business competition under the business ethics, law and the principle of equal business competition. This includes the denial of any conducts that are contrary with fair competition, for example, the pursuit of business competitors’ secret information, requesting, receiving and not giving any benefits that are not commercially truthful. In addition, the Company has respected the rights to others’ Intellectual Properties. And it has a policy to require the employees to comply with the laws or regulations related to rights to Intellectual Properties such as some copyrighted computer programs. Also, the Company has a campaign projects for promoting and also raising the employees’ awareness on social responsibilities.

2. Combating corruptions

The Company has based the management of its business on transparency, abiding by ethics and the principle of Corporate Governance and complying with the laws related to resisting and preventing against corruptions, giving and receiving bribes to and from private or governmental officials. Therefore, the Company has set up the organizational structure with clear division of job duties and responsibilities, work procedures and chain of command to create balance of power and carefulness in verifying one another in appropriate way. In addition, the Company has determined the guidelines for the Directors, Executives, and Employees as follows:

1. The Company’s Directors, Executives, and Employees are prohibited from committing or accepting all forms of corruptions whether directly or indirectly. This covers all related work

divisions. And it is defined that there is a constant review on compliance with the policy on resistance of corruptions.

2. The Company's Directors, Executives, and Employee share a duty to report actions likely to count as corruptions to the Company. This is by informing their supervisors or the responsible persons and also giving help in examining facts.
3. The Company will treat all complainants who inform of corruptions with fairness. This includes any employees who co-operate in reporting and in the process of investigation for the corruptions.
4. The Company's Board of Directors, the Executive Committee and the Management are required to act as examples in combating corruptions and share their duties to promote and support the policy on resistance of corruptions to deliver the messages to the employees and all those involved and also perform the review the appropriateness of the policies and measures to be in line with changes in business circumstance, guidelines, rules, regulations and the rules of law.
5. Those who commit corruptions will face disciplinary actions according to the Company's regulations and may also be subject to legal punishments if their offences are also against laws.
6. The Company has provided the Directors, Executives and Employees with trainings and dissemination of knowledge for an understanding in complying with the policy on resistance of corruptions and promotion of morality, trustworthiness, responsibilities in their own duties.
7. The Company has encouraged its contract parties, business partners or other persons to perform their duties related to the Company to report on violations of the Company's Policy on Resistance of Corruptions.
8. The Company has fair and sufficient policies to recruit, select, promote, train, evaluate the employees as well as to determine their compensations to protect against organizational corruptions and to build collaterals among the employees.
9. For the sake of clearness in dealing with matters with high corruption risk as detailed below, the Company's Directors, Executives and Employees are required to take careful actions and conduct clear verification.

- 9.1. Giving, offering or receiving gifts and reception must be performed in a transparent and lawful way according to commercial tradition or conventionality and must be at appropriate value.
- 9.2. Giving or receiving donation money or financial support must be performed in a transparent and lawful way with the confidence that such giving or receiving donation money or financial support is not a camouflage of bribery.
- 9.3. Operating business whether contacting, negotiating, bidding, or other operations with private or governmental agencies must be proceeded in a transparent and lawful way. In addition, the Company's Directors, Executives and Employees must not give or receive bribe in every step of business operation.

3. Respect of human rights

The Company has a policy to support and respect the protection of human rights. This is reflected by treating those involved whether the employees, the community and the surrounding society with a respect in value of humanity or by taking equality and freedom into accounts, not violating the fundamental rights or discriminating against races, nationalities, religions, languages, skin colors, sexes, ages, education, body conditions or social status. This includes supervising in such a way that the company business does not get involved in any violations of human rights such as child labor and sexual harassment. Moreover, the Company has promoted the surveillance of compliance with human-right regulations. This is to allow for participations in expressing opinions and channels for complaints for those who suffer from violation of rights arising from the Company's business operation.

However, in order for the respect of human rights to proceed in an effective way, the Company has created the body of knowledge in the field of human rights and has built the employees' awareness on human rights principles.

4. Treating laborers with fairness

The Company has realized the importance of human resources development and treated all laborers fairly, which is considered a factor that help increase the business value and strengthen the Company's competitiveness and sustainable growth in the future.

1. Respect the rights of the employees according to the human rights principles.
2. Create an employment process with fair employment conditions, determine compensations, consider working outcomes and goodness under a fair work performance appraisal.
3. Promote human resources development. Provide trainings, seminars, training workshops including outside academic seminars and trainings on different topics related to work to develop their knowledge, abilities and potentials and also cultivate favorable attitudes, morality, ethics and sense of teamwork.
4. Provide the employees with welfare benefits as stipulated by the law, for example, social security, and also those other than legal requirement such as health insurance and accident insurance, including financial support of several kinds for example scholarship for their offspring and funeral allowance.
5. Provide annual health examination for each level of employees based on risk factors according to age, sex, and individual working environment.
6. Establish a working venue where the employees can perform their work safely and enjoy their hygienic workplace by providing measures for prevention of accidents and building their awareness on safety including educating them and encouraging them to live a hygienic, healthy life and to sustain their workplace so that it is kept clean, hygienic and safe all the time.
7. Provide the opportunities for the employees to be able to express their opinions or make complaints about unfair treatment or unrightful actions at the Company including protecting the employee who report on that.

5. Responsibilities to Customers

The Company has committed to developing its services as well as those of its affiliated companies for customers' utmost benefit and satisfaction and adhered to treatment to customers in a responsible and honest way, paying good attention to them as if they were members of the Company's family as described below:

1. The Company has taken into accounts the quality and effectiveness in providing its services. In addition to the development of its quality service-management system, the Company also care

for the Occupational Health and Safety Management to provide as much of the effective and quality service as possible.

2. The Company has adhered to fair marketing under the policy on providing accurate service information without distortion, ambiguity or exaggeration to serve the customers with correct and sufficient information for their decision making.
3. The Company has also taken into accounts the safety of customers and committed to giving quality and safe services according to international safety rules, regulations and standards and in accordance with related laws. This includes its continual improvement to ensure customers' confidence in the quality, standard, and safety of the Company
4. The Company has set up a Customer Relation System to be used as a tool for communicating with the customers including receiving complaints about the service quality through telephone calls to be able to quickly respond to their needs.
5. The Company will keep the customers' information confidential and will not use the information in a wrongful way.
6. The Company will organize activities to strengthen the relationship among themselves as well as between them and the Company.

6. **Maintaining the environment**

The Company has put an emphasis on social responsibilities in maintaining the environment. As a result, the Company has operated and supervised the provision of services conducted by both the Company and its affiliated Companies so that they strictly comply with the applicable laws related to maintaining the environment. The purpose is to sustain and avoid destroying the environment, create and set up an environment-saving system defined as a guideline and as an equipment in operating the business.

7. **Participating in community or social development**

The Company has realized its community and social responsibilities; it therefore has policies in helping and developing the society which include the policy to support youth education. In so doing, the Company raise a fund to repair some a school building in a remote area for students who lack educational opportunities under the project "My School Project (Rong Rian Nee Phua Nong)". However, the Company still has policies to support the

surrounding society and to respond to the incidents that impact the community, the society, and the environment as a result of the Company's business operations in a quick and effective manner. Additionally, the Company has encouraged the employees to build up the awareness to take social and environmental responsibilities.

Policy on Corporate Social Responsibilities will take effect from November 8, 2016 onwards.

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(Mr. Sanee Dangwung)

Chairman of the Board of Directors

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